

MSS Security and MSS Strategic Medical and Rescue ("MSS") Employer Statement 2022-2023 WGEA Reporting Executive Summary

In accordance with Section 15A of the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023, MSS is pleased to present our Employer Statement in relation to the 2022-2023 WGEA Reporting Executive Summary within the Investigation and Security Services Industry in Australia.

MSS continues to prioritise gender diversity and equality within its workforce, showcasing a commitment to fostering an inclusive and equitable workplace. This statement demonstrates MSS's dedication to achieving pay equity, reflecting efforts to eliminate gender pay gaps and promote fairness across all levels of the organisation.

MSS demonstrates a commitment to supporting work-life balance through the implementation of flexible work practices, contributing to a more inclusive and accommodating workplace.

As part of MSS's ongoing commitment to fostering a workplace that values diversity and inclusion, we present our annual Gender Equality Statement reflecting on 2022-2023 outcomes. This statement summarises key findings and commitment to future actions from our most recent review.

Gender Pay Gap Summary

- 21.7% is the current Gender Pay Gap in Australia (not specific to MSS)
- For the reporting year, MSS's total remuneration gender pay gap is 3.6%, with the median being 5.6%.
- Positively, this reporting year has seen a reduction to both the average total remuneration pay gap (-2.1%) and a -2.2% reduction in the median total remuneration pay gap when compared to 2020-2021 and 2021-2022 results.
- The median base salary pay gap is 1.2%
- Tracking the gender pay gap over recent years reveals both positive trends and areas for improvement.
- When compared to industry through the WGEA Data Explorer (Personal and Other Services - <https://www.wgea.gov.au/data-statistics/data-explorer>), MSS's gender pay gap overall is lower than industry.
 - The industry total remuneration pay gap is 9.9% with the median being 5.3%.
 - The industry median base salary gap is 4% compared to MSS's 1.2%.
 - Despite being lower than industry results, we recognise the importance of continuing to review, address and minimise these gaps to ensure equitable compensation.
- Tracking the gender pay gap over recent years reveals both positive trends and areas for improvement.

Workforce, Boards and Governing Bodies Composition

- Whilst the number of women within the MSS workforce has increased in 2022-2023, we have seen a (temporary) drop from 33% to 20% of women in Key Management Personnel (KMPs) roles, and a drop from 26% to 24% of women in Management roles.
- When compared to industry, Personal and Other Services KMPs account for 43% females and 54.4% Female Managers.
- MSS's composition of Chair and Board members is 100% male, this is compared to an industry average of 31% Women in such roles.

Future Actions

Policy and Strategy | Implementation of a Workplace gender equality strategy or policy by April 2024 which addresses the six Gender quality indicators:

- GEI 1 – gender composition of the workforce
- GEI 2 – gender composition of governing bodies of relevant employers
- GEI 3 – equal remuneration between women and men
- GEI 4 – availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities
- GEI 5 – consultation with employees on issues concerning gender equality in the workplace
- GEI 6 – sexual harassment, harassment on the ground of sex or discrimination.

Workforce, Boards and Governing Bodies Composition

- Attraction and retention strategies to increase overall composition of women at MSS to 25% by 2025.
- Target management roles to increase composition of women, with the view of increasing women in management roles from 20% to 33% by 2025.
- Review of or strategy in place to review composition of board or governing bodies to meet the requirements of GEI 2.

Compensation Review and Adjustment

- Continue to conduct an annual review of compensation structures to identify and rectify gender-based disparities.
- Continue to Implement adjustments to ensure that all employees receive fair and equitable remuneration.

Promotion of Pay Equity Principles

- Develop and disseminate training programs on pay equity principles for the People and Culture team and Managers.
- Expand on guidelines for salary review processes and promotions to mitigate gender biases.

Transparency and Communication

- Enhance communication about compensation structures and pay equity initiatives across the organisation.
- Encourage transparency in salary discussions and provide avenues for employees to address concerns.

Monitoring of Workplace Gender Equality Performance

- To gauge the effectiveness of our Gender Equality Strategy and address the gender pay gap, we will engage in the following monitoring activities:

Continuous Data Analysis

- Regularly analyse gender pay data to track trends and assess the impact of implemented initiatives.
- Utilise this data to make informed decisions on future gender equality strategies.

Benchmarking Against Industry Standards

- Benchmark our gender pay gap against industry standards to ensure that MSS remains competitive and at the forefront of gender equality practices.

Employee Feedback Mechanisms

- Establish mechanisms for employees to provide feedback on compensation and perceived gender biases.
- Use feedback to refine strategies and initiatives aimed at achieving greater gender equality.

Our commitment to gender equality remains a strategic priority, and we acknowledge the importance of addressing and minimising gender pay gaps. By implementing targeted actions, with the next priority being the development of our Gender Equality Strategy and or Policy, we aim to create a workplace where every employee is valued and compensated equitably. Regular monitoring and continuous improvement efforts will be key to achieving continue fostering an inclusive and diverse workplace. We remain transparent in our efforts and look forward to reporting further progress in the years to come.